

Appendix B: Employee Town Meeting Themes

Over three quarters of DTI employees attended one of five “town meeting” style workshops. Key DTI directions and our initial work on goals were presented to employees, who then discussed the merits of the goals, as well as their concerns. A detailed summary of the meetings was compiled and reviewed by team leaders and the senior team during the plan development.

Broad, over-arching themes included:

- The strategic plan goals need to have a level of specificity as well as measures for them to provide meaningful guidance to DTI staff.
- Can DTI in reality maintain its stated commitment to be competitive with the private sector as an “employer of choice?”
- Some employees continue to struggle with understanding the balance of when and how DTI “suggests” the evolving state IT standards versus attempts to enforce them with our customers.
- Nearly all employees feel that the DTI leadership can do a better job of informing and communicating with staff.

These themes, along with many more detailed observations, played an important role in bringing the voice of the employee into the planning process.

